

“ ..we know there are some things we do not know. But there are also unknown unknowns, the ones we don't know we don't know.”

So add 30% to the merger activities budget

And then double that!



Until finally, due to conflicts, only 2 law firms exist in the world... Both with 3,276 words in their name. ...



# Law Firm Mergers

We're not allowed to call them "take-overs"

Mergers are on the increase

- They spread risk.
- Can provide economies of scale and synergy.
- Because everyone else is doing it.

They happen in rapid succession

- Particularly 'acquisition' mergers, because the firm is in a generally expansionist mode.
- Like a good cake ... One is never enough!

Like a run-away train ...

- It won't stop until it reaches it's final destination ...
- Be on board or be left behind.



“ ...'Til Death (or over-commitment on property costs , deserting partners, incompatible IT systems or lock step disagreements ) Do Us Part”

“Lessons Learned” - put them back into your playbook ready for next time



Create a Playbook  
What if it happens if:  
New jurisdiction / currencies?  
Change of system. Ready for data import/export?  
New types of legal work/processes?

I'm always the last to know!!

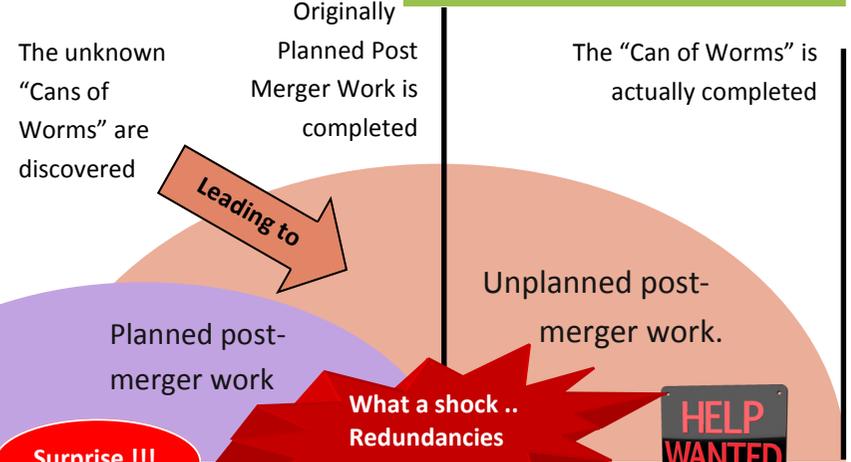
So you're ready for

As far as possible make your merger processes documented and repeatable

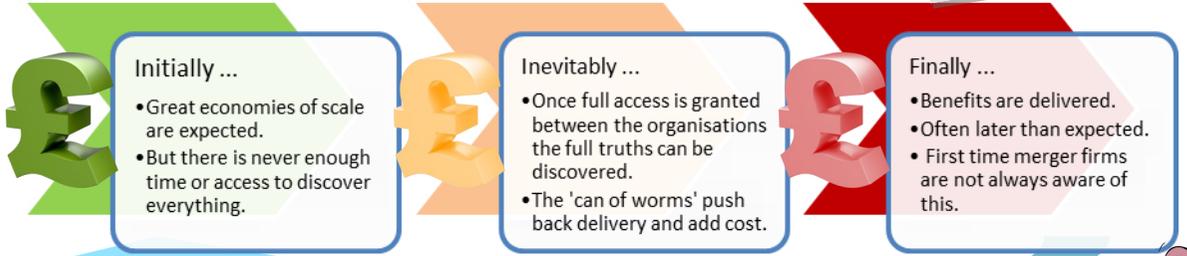
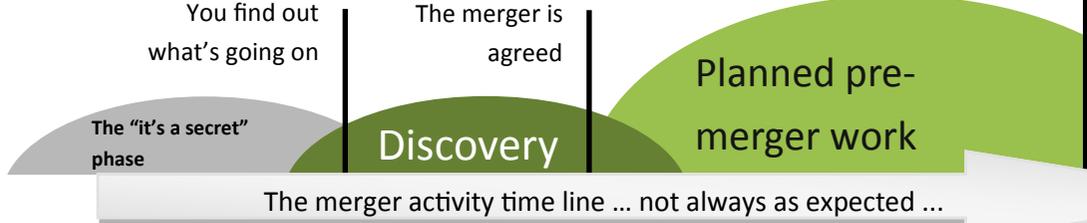
Rebranding? Money's no problem



Merger Goes Live



Because just when you least expect it, there'll be another one



Let's be honest ... who mentions the worst thing about themselves on a first date?

Assume the worst and build it into your initial (internal) plan. At least you'll be able to say "I told you so!"

In the medium term, the cost of keeping staff on a little longer to be able to cope with the 'unknown unknowns' is relatively slight when compared to the cost of the 'cans of worms' dragging on ...

